



Montana Department of **LABOR & INDUSTRY**

Commissioner's Office

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For Immediate Release:

Aggressive Marketing Companies Target Montana's Small Businesses

(Helena, MT) Small businesses across Montana are contacting the Montana Department of Labor and Industry complaining of aggressive marketing companies trying to sell labor law posters. "This is an ongoing problem in our state. Every time there is an update to the five-in-one poster, these aggressive marketing companies try to take advantage of Montana's small businesses and charge them for something that we provide to them at no cost", said Labor Commissioner Pam Bucy. "These tactics can make it expensive and difficult for business owners who are trying to follow the law."

The Five in One posters, which are available from the Department's Job Service Division, encompass Equal Employment Opportunity, Family and Medical Leave Act with Military Family Leave (employers with 50 or more employees), Federal Minimum Wage (Fair Labor Standards Act), and the Polygraph Protection Act. Federal regulations also require posting the Uniformed Services Employment and Reemployment Rights Act (USERRA). All posters are available at the Job Service offices.

Posters also required by Montana State Law include: Proof of Unemployment Insurance coverage (provided by the Department of Labor and Industry, Unemployment Insurance Contributions Bureau) and Proof of Workers' Compensation coverage, provided by Workers' Compensation Insurance carrier. Employers are **not** required to post the State minimum wage.

Businesses that have returned the posters and are still getting invoices from the poster company can contact the Office of Consumer Protection at 1-800-481-6896 or the Better Business Bureau at 1-800-356-1007 or file a complaint online at www.bbb.org.

Businesses who would like to request a copy of the Federal Five in One poster can call (406)-444-4100 or their local Job Service Office. For more information log onto <http://wsd.dli.mt.gov/service/officelist.asp>

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